



## Corporate Responsibility

Ce-Tec A/S recognizes its responsibility towards society, costumers, business partners, employees and other stakeholders. On the basis of this acknowledgement, Ce-Tec A/S commits to operate its business activities from a sustainable point of view, while meeting both legal and moral obligations. Thus, we are aware of the fact that the activities of Ce-Tec A/S carry along with them both economic, social and environmental impacts. We take full responsibility for this and that is why we prioritize our CR-strategy on equal terms with other business strategies.

Thus, Ce-Tec A/S pays special attention to the following conditions:

- **Employees:**

Ce-Tec A/S treats its employees equally and in a respectful manner. We strongly believe that the essential quality of the company rests upon the competences and well-being of our employees.

- **Close partnerships:**

We acknowledge that a close bond between costumers, business partners and Ce-Tec A/S is important for the success of the company. Hereby, the best conditions for adjusting our services according to the respective needs and securing a high quality standard are achievable. We actively seek to let our costumers and business partners be inspired by our stand on CR-matters in the hope of improving efficiency and strengthen social, ethical and environmental awareness and responsibility in our network.

- **Responsible business behaviour**

Ce-Tec A/S predicates all the aspects of the company on high ethical and professional standards. We respect the national and local standards of the countries and states in which we operate. We always strive to go beyond the existing standards when possible. In particular, we put emphasis on:

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- *Health, Safety and Environment (HSE)*  
Good and safe working conditions for our employees, while reducing our impact on the environment to a minimum, are highly prioritized. We have implemented a HSE-system, and thus we continuously monitor the conditions and are well prepared for any improvement of the conditions.
  
- *Business ethics and human rights*  
As described in our Code of Conduct, Ce-Tec A/S strives to operate its business activities based on fairness and integrity. We expect the same from our business partners. We respect human rights as a natural and important part of our activities.
  
- *Society*  
Regardless of where Ce-Tec A/S operates, we strive to contribute to the local society. This can be expressed through the use of local business relations or services, or contributions to local activities or private associations.

Ce-Tec A/S is committed to operate according to the above-mentioned criteria and to meet all stakeholders in an honest and respectful manner. Furthermore, Ce-Tec A/S commits to continuously improving and expanding our CR-strategy and related standards and procedures to meet the needs and expectations of the society and other shareholders.

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Place and Date

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